



**PSYCH PRESS**  
Talent Management Psychologists



**INDIVIDUAL ASSESSMENT REPORT - STRICTLY CONFIDENTIAL**

The purpose of the assessment has been to provide further information to assist with the recruitment of

**Ms. Sam Sample**

On: Monday, 5th September 2011

Prepared by  
**Psych Press - Talent Management Psychologists**

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## **Confidentiality**

This highly confidential document is provided to the client on the candidate named on the cover sheet on the basis that the need for this confidentiality is recognised, accepted and that such confidentiality will be strictly maintained.

It should therefore only be read by staff specifically involved with the selection, promotion or development of the person named, and stored securely with minimum access.

Should a report be required at a later date, it can be obtained without further cost, from Psych Press archives.

## **Objectives**

The report on the candidate's capabilities has been done based on several assessment materials used to provide objective information about the competencies which might be required for the specific position.

## **Cross validation of Outcomes**

This report provides objective information on candidate's capabilities. We recommend supplementing it with other information obtained from other sources like interviews or other reports.

*The following report has been based on a series of scientifically validated profiles, each providing elements of insight or understanding into Ms. Sample's work behaviour style. Each profile is intended to provide you with a point of reference from which you can objectively assess his work suitability or strengths and weaknesses as part of a career development plan.*

## 1. ABILITIES AND APTITUDES

Ability	Percentile Result	Norm Group
Abstract/Conceptual Reasoning	53rd percentile (Attempted 17 of 25, Correct 12)	General Population
Workplace Instructions	65th percentile (Attempted 36 of 39, Correct 30)	General Population
Mechanical Reasoning	42nd percentile (Attempted 18 of 18, Correct 14)	General Population
Numerical Reasoning	12th percentile (Attempted 16 of 27, Correct 5)	General Population
Spatial Thinking	7th percentile (Attempted 14 of 15, Correct 6)	General Population

### Abstract/Conceptual Reasoning: 53rd Percentile



*The test of Conceptual Reasoning provides a valid measure of generalised intellectual functioning and correlates most highly with other tests of generalised or natural problem solving capacity. The test itself requires Ms. Sample to work with ambiguous, novel and highly complex information. The ability to grasp complex conceptual relationships and to operate without a basis of prior knowledge are some of the aptitudes found to be measured by this test. Job competencies relevant to this measure include the capacity for flexible and creative thought, technical problem solving, the capacity to acquire information quickly and an aptitude for adapting existing knowledge to new situations.*

Ms. Sample's performance on the measurement of Conceptual Reasoning has placed her in the average range compared to an Australian general population sample. The result suggests that she has a sound problem solving ability and a flexible thinking style, particularly when dealing with information with which she is familiar. This ability will be especially useful in addressing issues, canvassing options and implementing and monitoring changes where established guidelines do not exist. She possesses a flexible mental approach and the capability to assimilate unfamiliar organisational information, grasping the 'big picture' and solving problems as quickly and as effectively as the average Australian. She is likely to prefer tasks in which she can see tangible outcomes for his efforts when required to pick up new information.

## Workplace Instructions: 65th Percentile



*The Understanding Instructions Questionnaire measures an individual's ability to comprehend, apply and adhere to written instructions.*

Ms. Sample's result on the measurement of Understanding Instructions has placed her in the higher than average range. This result implies that she is capable of understanding and applying written instructions. This is likely to minimise risks of injury and work place accidents as she will be able to correctly follow policies and procedures which are put in place for this reason. It is also likely that an increase in workplace productivity and efficiency will occur as following instructions correctly would result in fewer errors.

## Numerical Reasoning: 12th Percentile



*The test of Numerical Reasoning measures Ms. Sample's basic arithmetic ability, understanding and use of numbers, tables and graphs as a reasoning tool to support the decision making process. Competencies relevant to this measure include numerical and financial calculations and basic statistical calculations.*

Ms. Sample's performance on the measurement of Numerical Reasoning has placed her in the below average range compared to an Australian general population sample. The result suggests that she may experience some difficulty in identifying critical issues from organisational information presented in numerical form such as tables and graphs. She may also experience difficulty in conducting basic numerical calculations, when compared to the normative group. For roles in which her numerical reasoning capability is critical, she should be encouraged to work on the development of this skill.

## Mechanical Reasoning: 42nd Percentile



*The test of Mechanical Reasoning assesses the ability to understand basic principles of physics and mechanics and to visualise the movement of objects through space and the cause-effect relationships between mechanical components.*

Ms. Sample's result on the measurement of Mechanical Reasoning has placed her in the average range. This result implies that she has a sound understanding of mechanical concepts and processes. She is

capable of identifying mechanical issues and applying her understanding to address mechanical issues in a reasonable manner.

## Spatial Thinking: 7th Percentile

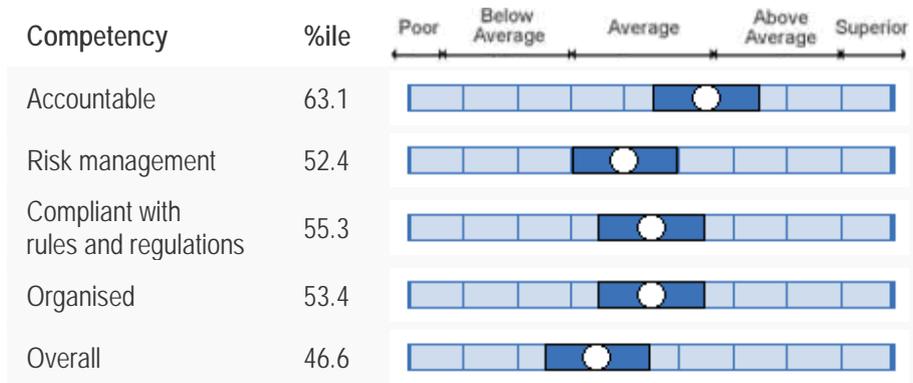


*The test of Spatial Reasoning measures the ability to visualise how a single or a number of separate objects would appear when combined or rotated in a two and three dimensional spaces. Successful performance, which is related to higher work safety behaviour, depends critically on the perception of the correct proportions of the object as well as on the ability to reorient shapes in order to fit them together in a certain space. Competencies relevant to this measure include layout and space utilisation, flexibility, identify and resolve mechanical problems. These skills are of crucial importance in the manufacturing, designing and resources environments.*

Ms. Sample's performance on the test of Spatial Reasoning is in the lowest range compared to the Australian general population. The result suggests that she may experience difficulties when required to identify and overcome mechanical problems which require changes to the physical work environment. She may also experience some difficulty to identify changes in the physical environment which can result in work safety incidents.

## 2. WORK SAFETY PROFILE

### Work Safety: 47th Percentile



*The work safety profile measures Ms. Sample's work-related attitude and style in relation to work safety behaviour. The profile assesses his compliance with rules and regulations, organised approach, ability to manage risks and work safety attitude*

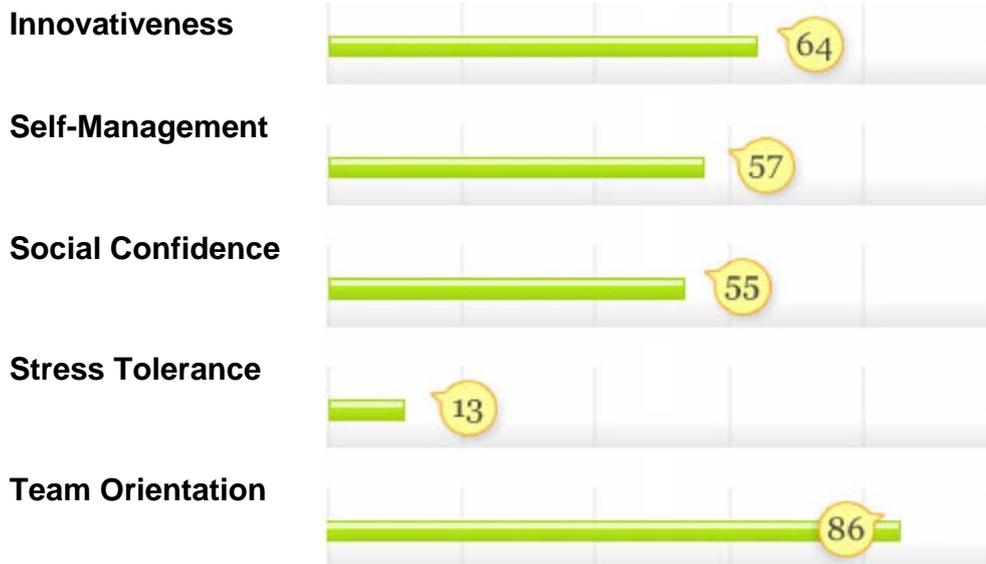
Ms. Sample's performance on the work safety profile has placed her in the average range compared to the general population of employees in the resource and petrochemical industries. The result reflects a mediate tendency to comply with company's policies and regulations. She is likely to regard planning and prudence as important factors to reduce the likelihood of accidents in the workplace. She is of the opinion that most if not all accidents in the workplace can be controlled and prevented. If things go wrong she is likely to take responsibility and not hold others or the situation accountable. She is likely to prefer taking a calculated approach to perform tasks with a tendency to plan against risks that are predictable.

### 3. BEHAVIOUR STYLE PROFILE

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#### SCALES

#### PERCENTILE SCORES



# PERSONALITY PROFILE INFORMATION

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## Innovativeness

*This scale measures the extent to which individuals emphasise originality or a willingness to embrace traditional values. It identifies whether an individual thinks creatively or conventionally and the degree to which they are open-minded. It is also a measure of an individual's ability to deal with change in their physical and organisational environment.*

Ms. Sample scored within the average range of the Innovativeness dimension, and should therefore seek a balance of the old and the new. She should be open to new concepts and approaches, but at the same time be willing to embrace established tradition. This amalgamation will allow her to think creatively whilst keeping practical limitations and implications in mind. Individuals such as Ms. Sample are likely to cope with necessary and relevant change while also able to work in accord with more procedural organisational processes.

## Self-Management

*The Self-Management scale measures an individual's goal-directed behaviour. It identifies a person's willingness toward monitoring their own commitments and how organised and committed they are to attending to their tasks.*

Ms. Sample scored within the average range on the Self-Management scale, and will show most confidence in areas in which she has a proven track record. She is likely to be able to monitor her own tasks but may require guidance at times, particularly in areas that hold little interest for her, or for which there is little accountability. She is most likely to create or follow some structure to assist task completion but will occasionally become distracted. Being an average scorer, Ms. Sample is relatively dependable, is likely to be good at multi-tasking, and may prioritise tasks according to her interests at the time. Depending on the situation, average scorers are flexible enough to carefully consider problems or make spontaneous decisions.

## Social Confidence

*This scale measures the extent to which individuals are confident in social situations – whether they are extraverted or introverted. Extraverted individuals are likely to be outgoing, positive, sociable and active; whereas introverted individuals are likely to be shy or reserved in social interactions and be less overtly pleasure-seeking and cheerful than their extraverted counterparts.*

Ms. Sample scored in the mid-range of Social Confidence and should thus be friendly and positive, but may have a closer circle of friends than high scoring extraverts. She will have the positive attributes of true extraverts with respect to warmth and friendliness but these will be tempered by a more impersonal, objective viewpoint. She may not express positive emotions as readily when they are tired or stressed. Whilst she sometimes enjoys company and meeting new people, she is not overly dependent on this and at times may feel equally happy being alone. Average scorers in Social Confidence display their highest levels of confidence and self-expression when dealing with familiar people and environments. She can multi-task at a moderate pace and is unlikely to engage in risk-taking behaviour in the work environment.

## Stress Tolerance

*This scale assesses an individual's approach and ability to manage stressful work-related situations. Stress tolerance is most often associated with a capacity to remain calm, self-confident and composed within a workplace environment, as opposed to anxious, insecure and somewhat emotional. The ability to manage stressful work-related situations without experiencing undue anxiety reflects a high level of stress tolerance and thus a relatively high level of emotional stability.*

Ms. Sample scores in the low-range of the Stress Tolerance scale indicating a tendency to worry a lot, get nervous easily and be more sensitive to events that would not affect those scoring in higher ranges. She may become reactive and more easily affected by difficult circumstances, which may affect her work performance. Low scorers are easily discouraged when their work becomes demanding and might also worry a great deal about the way their work will be perceived or interpreted. Very low scorers may become distressed at sudden changes in their environment and may pursue unrealistic ideas or respond illogically without fully recognising their own distress. She may experience feelings ranging from anxiety to

depression, from worry to insecurity, and from guilt to inadequacy. Ms. Sample would thus be best suited to work involving regularity or constancy, which could ultimately provide security from new problems or the stress of change.

## Team Orientation

*This scale indicates the degree to which individuals are friendly, cooperative, modest and accommodating in a team environment by measuring the extent to which they value altruism, tender-mindedness, agreeableness and social harmony. It also identifies an individual's tendency to foster team environments where the opinions, thoughts and ideas of others are genuinely considered and valued, even when these may be in sharp contrast to their own.*

Ms. Sample scores highly on Team Orientation and should therefore be trusting of others and is also perceived as trustworthy by both their colleagues and potential clients. She tends to take people at 'face value', assumes that people are generally honest and well-intentioned and believes that the opinions of others are just as valid and worthwhile as their own. Being co-operative and sincere, she sees no need to manipulate others and is most likely to find fulfilment in assisting others and in 'doing a job well'. However, at times, she may refrain from challenging the ideas of others, particularly if these ideas are from an individual in a position of authority. In general, people who score highly on Team Orientation are likely to work well in areas that require them to share ideas and communicate cooperatively with colleagues, although they may struggle with challenging the ideas of others.

## General Information for Interpreting Report findings

<b>Objective Information</b>	This report provides objective information on the candidate's abilities.
<b>Educated Decision Making</b>	The candidate's performance is compared with a relevant population group to assist in achieving effective Human Capital decision making.
<b>Interpreting Results</b>	The results are presented in terms of a percentile (%) score for each test administered. A percentile is a score equal to or below which a certain percentage of the members of a selected sample group fall. Percentile scores can be misleading if small differences between individuals' scores are interpreted as implying significant differences in work performance.
<b>Population Norms</b>	Candidate's specific scores can be compared to a relevant Australian adult sample as a reference group or to a relevant sample from ones organisation.
<b>Score Ranges</b>	Psych Press uses a basic score range for ability percentile scores: 91st - 99th percentile – Superior performance 63rd - 90th percentile – Above Average performance 37th - 62nd percentile – Average performance 10th - 36th percentile – Below Average performance 1st - 9th percentile – Poor performance